COLLABORATE TO MAKE DECISIONS

* The miracle doesn’t just happen
* Collaborating with community partners will be key
* Schools are teacher led
* Space for collaboration………time for…..
* Survey results
* Chat sites
* Collective knowledge
* Trust - #1
* Distributive leadership
* PLC
* Using free web-based collaboration tools
* Transparency
* Training in how to collaborate
* Embrace what we can give to each other. How we can support.
* Common schedules
* Teamwork vs group work. Right work – student achievement
* Trust factor when talking to colleagues
* Respect need for collaborative time within contact day
* Making decisions meaningful. Allow choice to follow passion.
* Need to define consensus
* Problem solving at site of decisions
* Clarity as to what decisions we get to make
* Everyone’s problem vs not my problem
* Collaboration through all parts of the organization
* “Our kids” not my kids
* First to Five - understand consensus
* Decrease dysfunctional -- remove competition
* WIKI
* Next right steps based on building needs
* Face to face
* Courage to have “crucial conversations”
* 80% comfort - 100% commitment
* Working together is part of the culture
* Co-Labor
* Shared leadership
* Flattening the Leadership
* Modeling from top down – shoulder to shoulder
* Reflective thinking
* Model collaboration for kids
* Goal/value based decision-making
* Involve community, parents, & students

ENHANCE COMMUNICATION

* Social Networking
* SKYPE – face time
* Use technology
* Expand groups
* FAQ’s
* Training in use of technology
* Where are we inviting real communication? Constant
* Need to facilitate two-way conversation
* Parent-friendly modalities
* Twitter
* Surveys
* Create opportunities to establish relationships
* Web-based suggestion box
* Web presence
* Blogs
* Use technology - don’t ban it
* Teach appropriate use of communication tools
* School viewed as an “open” resource for community
* Act on good ideas
* Active on-going collaborative
* Use caution!
* On-going & sustained
* Educate & involve the community. Not just when we run a levy!
* Change in culture. Dialogue
* Build trust - allocate time………….
* Community and student involvement
* Our obligation
* Create time for face-to-face communication
* Easy to gather information
* Transparent
* PLC’s
* Professional tone
* Questioning encouraged until understanding is reached
* Texting is encouraged for staff plus change in cell phone policy
* Communicate with intent purposeful “why”
* Face-to-face
* Strategies for handling the flow of information
* More green

PERSONALIZE PROFESSIONAL GROWTH

* Authentic meaningful learning experiences
* Teacher-driven continuous. Outside of PIR day
* Embedded -intentional –targeted. Assessment/rubric
* Personalized cultivation of talent. Local expertise tool for assessing/sharing. Mandate
* Cultural shift to make it happen
* Decentralization - shared expertise -- accountability piece
* People need to believe it is real
* Deeply implemented
* Building/based determined by research/questioning
* Culture of professional learning
* Informed by data
* Excellent/focused/targeted assessments
* Aim to change behavior/practice
* Assessment of creativity
* Culture of creative ideas
* To grow individually you need to be a mentor of a group – finding study buddies
* Incentives for action research projects
* Time allocated within work year
* Opportunity to learn across grade levels
* Building team personal – all individualized
* Collaborative - learn in teams/groups
* Focus on students
* On-going & sustained
* Constant & on-going
* Celebrate growth – with community too
* Instructional rounds. Work as teams……..peer coaching, observation learning
* Multiple formats/modes. Differentiation
* Self-assessment and reflection
* Driven by self-identified need
* Continue to set goals
* Teacher experiences in the community. (internships in the community)
* Professional growth. Build capacity to implement plan

SUPPORT INNOVATORS

* Change phone policy
* Celebrate innovators – showcase
* Incentives for action research projects
* Process(es) for taking innovations to scale